



Human Rights Commission Minutes

Date: Wednesday, March 15, 2023

Time: 8:00 PM

Location: 27 Maple Street, HHS Conference Room, 2nd Floor
Conducted by Hybrid (Remote and In-Person)

This will be a hybrid meeting. Individuals may choose one of the following in-person or virtual options:

1. Attend in person in the 2nd Floor HHS Conference Room at the Community Center (Senior Center), 20 Academy Street/27 Maple Street. Registration not required for in-person attendance.
2. ***Notice to the Public on meeting privacy*** In the interests of preventing abuse of videoconferencing technology (i.e. Zoom Bombing) all participants, including members of the public, wishing to engage via the Zoom App must register for each meeting and will notice multi-step authentication protocols. Further, members of the public who wish to participate without providing their name may still do so by registering to receive the meeting info and using the telephone dial in information provided.

Present: Co-Chairs Soneja and Carney; Commissioners Horowitz, Pusey, Grossman, Jolin, Bryant, Key, Jones, Rogers, Brown

Absent: Commissioner Bauer and Beauchemin, Teresa Marzilli

DEI Office: Jillian Harvey, Tim Ross

Guests: Captain Sean Kiernan, Chadi Salamoun

Community Members: Rebecca Gruber, Elizabeth Dray, Sarah McKinnon

Minutes

The meeting is called to order at 8:00 pm

- 1) Remote Meeting Notice and Land Acknowledgement (5 Mins)
 - a) Read by Co-Chair Soneja
- 2) Review of February 2023 Meeting Minutes (5 Mins)
 - a) Motion to approve with minor edits by Commissioner Grossman, seconded by Commissioner Horowitz
 - b) *Passed with abstentions* from Commissioner Rogers and Brown
- 3) Incidents & Complaints (15 Mins)

- a) Multiple reports of stolen signs
 - i) One individual charged – larceny under \$1200 Based on the information available – no charge of a hate crime at this time
 - ii) A hearing is scheduled for March 21, 2023
 - iii) Hate crime definition: a crime against a person motivated by race, sexual identity, or an indicator that the crime was committed due to a specific identifier for an individual.
- b) Hate graffiti at Ottoson, AHS, and the Blue Bike docking station
- c) White supremacist banner hung on RT 2 overpass (incident reported to the Fusion Center, a data collection center, in Maynard, which is led by the MA state police
- d) Racial harassment on MBTA bus – ARHC representative has suggested filing an official report
- e) School incident reporting has declined
 - i) Schools working group has raised this issue with the schools and will draft a letter to the schools to discuss robust reporting
 - ii) DEI Coordinator has been the conduit with the Superintendent
 - iii) Jillian will be drafting a policy to align with the Superintendent and the Town Manager

4) DEI Update (Jillian Harvey) (10 Mins)

- a) Working closely with department heads and leadership to discuss the findings of the equity audit report
- b) Language access project – moving into the focus group stage, flyers in 9 languages will be distributed to solicit volunteers to join the discussion
- c) April 30th – Town Hall event, Resource and Connections Fair to assist people navigating forms/documents, etc.
- d) Rapid Response Coordination Team will be re-vamped; volunteers needed

5) Working Groups Update – (15 Mins)

- a) Schools & Education
 - i) Will be participating in Inclusion Day at AHS on April 13
 - ii) Meeting with DEI Coordinator to partner with the schools to address homophobic, anti-Semitic incidents.
 - iii) Rainbow Commission will write a letter to respond to the challenge to the Health and Wellness Curriculum.
 - (1) Motion to delegate editing power to the Schools Working Group and expedite the approval process with the Co-Chairs by Commissioner Pusey, seconded by Commissioner Jones – passed with a unanimous vote.
 - iv) The school calendar to be discussed with School Committee – ongoing since March 2022, was included in the introductory letter to the Superintendent.
 - (1) To be included on the AHRC website
 - v) Ottoson Civics Day – March 15th – AHRC participated in a panel with the DEI Coordinator, with ~40 attendees.
 - (1) The students were incredibly engaged and knowledgeable.
- b) Outreach/Events
 - i) Artist Talk – BLM banner artists highlighted
- c) Communications
 - i) Meet the Commissioner page is complete with 13 members!
 - ii) Google Workspace permission granted – free for non-profits.

6) Police Presence discussion: Tabled from January (10 Min)

- a) The FAQ document has been drafted – the goal is to have the full commission review in April
- b) MOA – includes guidance on the presence of uniformed officers at AHRC meetings – public comment reflects the desire to change or alter this policy to allow for transparency about the role of APD at the monthly public meetings

- c) APD does not have a DEI Officer at this time

7) Civilian Review Board, (5 Min)

- a) Co-Chair Carney has initiated the document for a call for nominees
- b) AHRC will need to develop a process to interview and screen candidates
- c) Nomination for 1, 2, or 3-year terms to be submitted to the Town Manager within 90 days of notification – the deadline has not been established
 - i) Potential to nominate a commissioner for the 1-year term to develop an understanding of the role

8) Town Meeting/Warrant Article 69 (10 Min)

- a) Chadi Salamoun presented Warrant Article 69
 - i) Request to change the MA state flag
 - ii) Native and Indigenous groups have been consulted and are in support of this initiative.
 - iii) Request to endorse warrant article at Town Meeting
- b) AHRC to vote during April 2023 meeting

9) Co-Chairs Report (10 Min)

- a) MAHRC Update – presentation on MA legislative agenda, request to write to state representatives, next steps to land acknowledgments to list historical facts in connection to the local community, speak to actionable items
- b) APD meeting: discussed incidents and informational event for seniors to avoid scams and arrests made in home improvement scams, Crisis Intervention Training will be completed by every employee (40-hour program)
- c) LGBTQIA+ event – librarians spoke about the recent book bans across the country

10) Community Input (15 Min)

- a) no public input

11) Announcements – (5 Min)

- a) Town Elections – April 1st
- b) City Council Meeting Protests in Cambridge are ongoing to release names of officers involved in the shooting incident.
- c) Next meetings – April 12 (early meeting scheduled due to April school vacation), May 18, June 22
- d) Incident Handling
 - i) March: Commissioner Grossman
 - ii) April: Commissioner Jolin – possible switch with Commissioner Brown
 - iii) May: Commissioner Brown – possible switch with Commissioner Jolin

12) Adjournment

- a) Motion to adjourn by Commissioner Horowitz, seconded by Commissioner Brown – passed unanimously.

Next meeting: Wednesday, April 12, 2023, 8:00 pm, Remote Participation

Anyone needing accessibility information or assistance to attend this meeting should contact dei@town.arlington.ma.us. This meeting is open to all interested individuals.